

medium firms could afford computer-based HR systems that were run by increasingly user-friendly microcomputers and could be shown to be cost-effective. During the Technological Advancement Era, the increased use of technology changed the focus of the HRM function. There was a shift to adding value to the organization's product or service, which led to the emergence of the HR department as a strategic partner. With the growing importance and recognition of people and people management in contemporary organizations, *strategic human resource management (strategic HRM)* has become critically important in management thinking and practice. Technology is key to the implementation of strategic HRM.

3. What is required for the effective management of human resources in a firm to gain a competitive advantage in the marketplace?
 - The effective management of human resources in a firm to gain a competitive advantage in the marketplace requires *timely and accurate information* on current employees and potential employees in the labor market. With the evolution of computer technology, meeting this information requirement has been greatly enhanced through the creation of HRIS.
4. Describe the emergence of strategic human resources management (strategic HRM) and the influence of computer technology. What are some of the approaches used in HRM to facilitate the use of strategic HRM in a firm's business strategy?
 - The development of HRIS helped enable HRM to become a strategic partner in organizations, which then led to the emergence of strategic HRM. While technology is key to the implementation of strategic HRM, strategy is not sufficient. Implementation is critical in the firm's ability to gain a competitive advantage. A critical aspect of an HRIS in supporting the implementation of strategic plans is using it to make decisions about employees, human capital programs, and initiatives. All of these HRM decisions are aided by the ability of the HRIS to generate reports (e.g., the number of new employees needed for a specific job).
5. How does technology help deliver transactional, traditional, and transformational HR activities more efficiently and effectively?

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**Richard D. Johnson, Kevin D.
Carlson, Michael J. Kavanagh**

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